

Early Learning Advisory Council (ELAC) Meeting Minutes

August 18, 2014 – 9:00 a.m. to 3:00 p.m.
Lacey Community Center

Welcome & Introductions

- Bianca Bailey, ELAC Co-Chair and Bette Hyde, Department of Early Learning (DEL) Director welcomed all attendees and asked everyone to introduce themselves.
 - New ELAC members and Regional Advisor introduced themselves:
 - Peter Finch, Local Education Agency
 - Anne Messerly, Washington Student Achievement Council (WSAC)
 - Lindsay Lanham, State Board for Community & Technical Colleges (SBCTC)
 - Yolanda Esquivel, Southeast Regional Coalition
 - Returning ELAC members and Regional Advisors include:

<ul style="list-style-type: none"> ▪ Susan Barbeau, Pierce County Regional Coalition ▪ RaShelle Davis, Governor's Office ▪ Dee Hirsch, Washington Federation of Independent Schools (WFIS) ▪ Bette Hyde, DEL Director ▪ Jennifer Jennings-Shaffer, Early Learning Action Alliance (ELAA) 	<ul style="list-style-type: none"> ▪ Rhodes Lockwood, Olympic-Kitsap Peninsulas Regional Coalition ▪ Lois Martin, Child Care Center ▪ Nelly Mbajah, Department of Social & Health Services(DSHS) ▪ Nancy Spurgeon, North Central Regional Coalition ▪ Dan Teuteberg, West Central Regional Coalition ▪ Rebecca Timmen, Department of Health (DOH)
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- The [June 23, 2014 meeting minutes](#) were approved.

Appreciative Inquiry

- Greg Williamson, DEL Assistant Director of Partnerships and Collaboration shared the [Appreciative Inquiry](#) model for making continuous improvements and asked if ELAC would like to participate in this activity during the next meeting.

Discussion	Enrica Hampton shared the experience of the Regional Advisors (RA) during the June meeting. They felt really included and that their voices were heard.
Next Steps	Continue the appreciative inquiry activity at the October meeting.

Advancing Racial Equity (ARE)

- Dan Torres, Thrive by Five WA Community Partnerships Manager introduced the Racial Equity Theory of Change (RETOC) for Early Learning in Washington State ([visual](#) and [full text](#)) and efforts to put the theory into action.
 - Thrive convened early learning stakeholders to develop the RETOC to inform how partners implement the Early Learning Plan and approach systems building in a way that eliminates opportunity gaps. The broad vision is that race is eliminated as a predictor of progress and success for children. Four building blocks, or conditions that must be in place in order to reach the racial equity outcome, emerged from the process:
 1. **Community Voice & Influence** – Increase community voice and influence for those furthest from opportunity

2. **Data** – Inform decisions and practice with diverse measures and diverse stories
3. **Decision-making** – Make decisions that genuinely meet the requirements of communities of color
4. **Systems Design & Implementation** – Design and implement systems that respond to children’s diverse situations
 - A [Community of Practice](#) developed to support partners in taking up the work. Thrive also embeds efforts in their work with the 10 Regional Coalitions and is piloting several [racial equity grants](#) to community partners.
- Evette Jasper, DEL State/Local Coordination Program Manager described the goals and agenda for the September 25-26th *Leading for Equity Seminar* sponsored by Thrive by Five WA and facilitated by National Equity Project (NEP). ELAC members, Regional Advisors, DEL’s Diversity Committee, Leadership Team and Regional Administrators have been invited to participate.
 - [Welcome Letter & Agenda](#)
 - [Willing to be Disturbed reading](#)

Discussion
<ul style="list-style-type: none"> • Is the theory that when programs, policies and funding decisions are well informed and prioritized in response to the experience, perspective and needs of people of color that race will be eliminated as a predictor of success? <ul style="list-style-type: none"> ○ Sam Whiting clarified that the theory does not necessarily mean that, for example, Home Visiting services will only be for people of color. ○ Bette shared that DEL supports the RETOC, but cannot commit to prioritizing. As an agency, DEL relies on state and federal funding sources that have eligibility and prioritization requirements based on need/those furthest from opportunity. She shared the ways DEL is currently working to put the RETOC into action: <ul style="list-style-type: none"> - DEL has an active Diversity Committee that will be attending the seminar with ELAC. - Staff is required to view and discuss the Early Achievers Trainers module for cultural inclusion - DEL is also working to build stronger connections and representation from the tribes and is hiring a Tribal liaison - Community voice is supported through funding to the Early Learning Regional Coalitions (ELRC) and Infant/Toddler regional steering committees. • In pairs, the group reflected on their roles and identified an “equity challenge” in their practice or work that they want to focus on during the seminar. <p>Public Comment</p> <ul style="list-style-type: none"> • There was interest in hearing what the group comes up with and receiving any materials shared during the seminar for public reference. <ul style="list-style-type: none"> ○ Thrive posts ARE resources and materials on their website.

Early Achievers & ECEAP/Preschool Expansion: Shared Services Alliances

- Juliet Morrison, DEL Assistant Director of Quality Practice & Professional Growth provided an overview on why DEL is interested in Shared Services Alliances and the benefits to providers and communities. She also shared efforts to change the Early Achievers Training Resource Center model.
 - [Shared Service Alliances & Early Achievers Training Resource Center Model](#)
 - [Supporting Quality in Early Care and Education](#)
 - [BUILD webinar: Shared Services in Early Care and Education](#)

- Bea Kelleigh of Dovetailing facilitated [discussions to ask ELAC to provide recommendations](#) on how communities can encourage and support shared services alliances at the local level.

Discussion	
<ul style="list-style-type: none"> • Juliet encouraged everyone to share any ideas on how to rename the Training Resource Centers (TRC). • Sound Child Care Solutions is able to draw down more funding over time and leverage resources because they can share a grant writer. • All TRC's will change to the new model, but each will look different depending on the needs of the community. They will reach out and let communities know about the changes. There will be additional funding to support the new models and work with individual TRC's to increase their capacity. DEL will also send out another round of request for applications in fall/winter. The intent is that Educational Service Districts and Child Care Aware offices are partners in this work. 	
PUBLIC	
<ul style="list-style-type: none"> • Suzie Hanson, Executive Director of WFIS shared that regarding competition being a barrier to shared services alliances, they have found in working with private centers that the benefits of working together outweighs the tendency to want to compete for clients. 	
Next Steps	Jodi Wall, Sandra Szambelan, Luba Bezborodnikova, Karri Livingston, Bianca Bailey, Nelly Mbajah, Susan Barbeau, Enrica Hampton and Yolanda Esquivel volunteered to participate in a short-term work group to explore strategies and resources to create local shared services alliances.

LUNCH and a Preschool Grant Presentation

- Juliet provided a presentation on the recently announced Preschool Grant opportunity through the Department of Education and Health and Human Services.
 - [Federal Preschool Expansion Grant](#)

Discussion	
<ul style="list-style-type: none"> • Since there are aspects of the grant that are clearly prescribed, there was discussion about what aspects of the grant application are discretionary, so stakeholders can focus their input. The areas that DEL needs to think about include how to roll out the expansion slots and bring the preschool program to scale. The average cost of slots according to the federal model is about \$10,000 and as a comparison, Washington's slots are about \$7,300. Preschool services in communities would have to begin right after the first year of the grant. 	
Next Steps	DEL will engage ELAC as the preschool grant application is developed.

Infants and Toddlers

- Evette provided an overview of the state of infants and toddlers in Washington, highlights of efforts to implement the [Birth to Three Plan](#) and [2012 B-3 Subcommittee Recommendations](#) and emerging efforts and opportunities. For each Ready Framework area of the B-3 plan, the Council discussed what's going well, current challenges and potential areas for ELAC to recommend improvements to policy, coordination, access to programs or program quality.
 - [Supporting Infants and Toddlers](#)

Discussion	
<ul style="list-style-type: none"> • Ready & Successful Children <ul style="list-style-type: none"> ○ <i>Working well:</i> the Home Visiting (HV) implementation hub, HV funding to ELRC's, multi-agency support for Universal Developmental Screening (UDS) and the multi-sector approach to service coordination through the Essentials for Childhood grant are working well. ○ <i>Challenges:</i> having a bigger system focus, the lack of funding to support 	

	<p>developmental screening and HV, cross-sector data systems and follow-up services as well as cultural competence and proving that it matters for children.</p> <ul style="list-style-type: none"> ○ <i>Areas that ELAC can explore improvements:</i> systemic and sustainable professional development (PD) around cultural competence and system structures for HV, child care and other services. System structures include data coordination, enrollment guidelines, common curricula and geographic program mapping. Building a stronger state point of view on what's included in B-3 and more consistency statewide on screenings and referrals should also be considered. <ul style="list-style-type: none"> ● Ready & Successful Parents, Families & Caregivers <ul style="list-style-type: none"> ○ <i>Working well:</i> Health Care Administration paying for one developmental screening for families who qualify for Medicaid, however three are recommended. Child Abuse Prevention efforts and having more agencies at the table to coordinate and share information. ○ <i>Challenges:</i> Parent access to resources, the lack of alignment between services, identifying families most in need of services and connection families to what they need wherever they happen to enter the system. ○ <i>Areas that ELAC can explore improvements:</i> Finding, collaborating, and engaging with Family Friend and Neighbor (FFN) caregivers. Expanding developmental screenings, so they reach more families more often. Streamlining/aligning B-3 systems and services including health-related (Reach Out & Read, Help Me Grow, etc.) and family support services and resources. ● Ready & Successful Early Learning Professionals <ul style="list-style-type: none"> ○ <i>Working well:</i> The Infant/Toddler Child Care Consultation (I/T CCC) and Early Achievers integration task force and the emphasis on PD from the education community. ○ <i>Challenges:</i> Lack of information about what's happening with the I/T CCC integration into Early Achievers and FIND, inclusion of providers not participating in Early Achievers, low teacher pay, teacher turnover, the lack of qualified teachers, and licensing rules. ○ <i>Areas that ELAC can explore improvements:</i> The alignment between licensing rules and Early Achievers and why I/T consultants are focused on FIND as opposed to ITERS (Infant/Toddler Environment Rating Scale) and Toddler CLASS (Classroom Assessment Scoring System). <ul style="list-style-type: none"> ▪ Juliet clarified that FIND is not an assessment tool, but a frame to work on serve and return interactions with infants and toddlers, which support strong child-caregiver relationships that are critical to healthy brain development. ● Ready & Successful Systems & Communities <ul style="list-style-type: none"> ○ <i>Working well:</i> 12-month eligibility for child care subsidies, community conversations supported by ELRC's, rating increases in Early Achievers. ○ <i>Challenges:</i> Child-teacher ratios, current policies around parent reporting for child care subsidies, and transitions for families between or from early learning services, such as HV. ○ <i>Areas that ELAC can explore improvements:</i> Changing parental reporting to 48 months for subsidy eligibility, looking at what Early Achievers data says about the quality of care for infants and toddlers, and mapping all 0-3 services, transitions and pathways.
Next Steps	DEL will convene a work group to narrow the focus based on the discussion and develop a set of high-impact recommendations where there is capacity to act.

Two-way Communication Protocol

- Nancy Spurgeon described the Two-way Communication Protocol and the committee's recommended changes.
 - [Committee Recommendations](#)
 - [Revised RA Two-Way Communication Protocol](#)

Discussion	<ul style="list-style-type: none"> • There was clarification about the statement, "Be clear about what should be shared with Coalition constituents. Confirm this at the end of each meeting." This does not mean that only the items confirmed at the end of meetings should be the only information to share with constituents. • Greg pointed out an example version of the Feedback Loop form.
Conclusion	<ul style="list-style-type: none"> • The subcommittee's recommendations were adopted with the following edit to the Protocol: <ul style="list-style-type: none"> ○ Under "Sharing Information" tool #5, "Feedback Loop" was edited to read, <i>"DEL provides written updates on any decisions made related to the ELAC Work Plan and how input and advice was or was not used at ELAC meetings."</i>

2015 Work Plan

- Evette shared the proposed the [2015 ELAC Work Plan Development Process](#) and DEL and the Early Learning Regional Coalitions' [preliminary goals and priorities for 2015](#).

Discussion	<ul style="list-style-type: none"> • Investing in Children: Coalition Central is also working on developing local leadership.
Conclusion	ELAC approved the 2015 Work Plan development process.
Next Steps	DEL will propose topics for 2015 Work Plan at the October ELAC meeting and convene a committee to finalize the 2015 Work Plan recommended topics.

State Agency, Partner and Regional Coalition Updates

- [State Agency/Partner Updates](#)
- [DEL 2015 Agency-Request Legislation - Summary of Concepts](#)
- [DEL 15% Budget Cut Exercise](#)
- [Regional Coalition Updates](#)

Discussion
<ul style="list-style-type: none"> • The 30 instead of 10 calendar day reporting period for families using Working Connections child care subsidies is still a proposal. Lindsay Lanham suggested extending it to consider student-parents who may need a longer window. • There has not yet been any formal discussion on expedited licensing for Head Start programs. • The update to RCW 70.195 regarding early intervention services would update the statute to reflect the current its state including Early Support for Infants and Toddlers (ESIT) residing at DEL instead of DSHS and the name change from Infant Toddler Early Intervention Program. • Regarding the Results Washington update, the plan to increase the number of providers rated level 3 to 5 in Early Achievers is outlined in DEL's action plan. The target timeline was also extended from 2015 to 2017. • The idea behind the Consortium for High Quality Infant/Toddler Care was to support programs that apply for the Early Head Start/Child Care Partnership federal grant opportunity. Interested programs that join the Consortium and participate in Early Achievers have priority access to statewide resources among other benefits. • Bette drew attention to the DEL 15% Budget Cut Exercise. DEL is primarily federally funded and highly understaffed. The FTE's listed are not unfilled. ELAC is listed as a potential area for cuts as well as Reach Out and Read. This is an exercise all agencies have been asked to

complete, and does not necessarily reflect what will happen.
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ELAC Co-Chair Election

- Bianca described the co-chair role and responsibilities, and reminded everyone that the Executive Committee nominated, Nelly Mbajah from DSHS for the co-chair position representing a state agency.

Conclusion	ELAC elected Nelly to serve a two-year term as co-chair.
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Meeting Follow-up

- Bianca reflected on the meeting and referred to the [2014 ELAC Work Plan](#) topics covered during the day and what to expect for the October 13 ELAC meeting, including the Public Awareness, follow-up on Family Partnerships & Engagement, the 2015 Work Plan and Filming Interactions to Nurture Development (FIND).

Discussion	<ul style="list-style-type: none">The Washington Early Learning Partnership retreat has been rescheduled to October, so the Community Momentum grant to the 10 ELRC's will most likely inform the Partnership's priorities for next year rather than the other way around.
Follow-up	<ul style="list-style-type: none">Bette asked the ELAC and Regional Advisors to start talking to their communities and constituents about the 2015 ELAC Work Plan and federal Preschool Grant application.DEL will send the Shared Service Alliances & Early Achievers Training Resource Center Model PPT and the visual representation of the Consortium for High Quality Infant/Toddler Care.

Closing Remarks & Adjourn

- The next regular meeting is scheduled for **October 13th, 2014** from 9 a.m. – 3 p.m., at the [Capital Event Center in Tumwater](#).

ELAC MEMBERS IN ATTENDANCE

Bianca Bailey – Parent & Parent Advisory Group Member, Department of Early Learning
Luba Bezborodnikova – Associate Superintendent for Early Learning, Puget Sound ESD
RaShelle Davis – Early Learning Policy Advisory, Governor’s Executive Policy Office
Peter Finch – Assistant Superintendent, West Valley School District
Dee Hirsch – Program and Admissions Director, Discovery Montessori School
Dr. Bette Hyde – Director, Department of Early Learning
Jennifer Jennings-Shaffer – Early Learning Policy Director, Children’s Alliance
Lindsay Lanham – Policy Associate, State Board for Community & Technical Colleges
Nelly Mbajah – Early Childhood Development Program Manager, Department of Social & Health Services
Anne Messerly – Program Associate, Washington Student Achievement Council
Jennifer Ross – Parent
Rebecca Timmen – Project LAUNCH State/Early Childhood Coordination Systems Coordinator, DOH
Karen Walker – ESIT Program Administrator, Department of Early Learning
Sam Whiting – President & Chief Executive Officer, Thrive by Five Washington

ELAC MEMBERS ABSENT

Bob Butts – Assistant Superintendent for Early Learning, Office of Superintendent of Public Instruction
Senator Annette Cleveland – Washington State Senate
Representative Jessyn Farrell – Washington State House of Representatives
Representative Larry Haler – Washington State House of Representatives
Lois Martin – Director, Community Day Center for Children, Inc.
Jeromy Sullivan – Port Gamble S’Klallam Tribe Chairman
Lisa Webb – Family Child Care Provider
VACANT – Project Manager, HSSCO, Department of Early Learning
VACANT – Washington State Senate

REGIONAL ADVISORS (RA) IN ATTENDANCE

Susan Barbeau – First 5 FUNdamentals of Pierce County
Yolanda Esquivel – Southeast
Enrica Hampton – SOAR, King County
Karri Livingston – Investing in Children: Coalition Central
Rhodes Lockwood – Olympic-Kitsap Peninsulas
Nancy Spurgeon – North Central
Sandra Szambelan – Inland Northwest Early Learning Alliance, Northeast
Dan Teuteberg – Visions for Early Learning, West Central
Jodi Wall – Southwest Washington Early Learning (SWEL)

REGIONAL ADVISORS (RA) ABSENT

Wilanne Ollila-Perry – Northwest